High Demand Occupations in Manitoba

Aussi disponible en français.

January 2001

Manitoba Education, Training and Youth

101-05758/

Report on
High Demand Occupations in Manitoba

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This report identifies occupations that are currently in high demand in Manitoba, and are expected to be in high demand over the next two years.

1. ***High demand occupations*** are those that employers are likely to have difficulties in filling. These usually involve a lengthy training period, which prevents rapid adjustment of supply to demand. A few occupations are included because of active recruitment. For those occupations, there is generally a large supply of qualified or almost qualified people as they tend to have shorter training periods. Occupations are listed by *National Occupational Classification Code (NOC).* Some revised NOC codes are used where applicable, although they have not yet received final approval from Statistics Canada. These revisions are concentrated in the information technology occupations.
2. ***High demand skills*** can be either generic to many occupations or specific skills that are required for certain occupations.
3. ***Aboriginal communities*** in Manitoba have some specific occupations and skills requirements in their communities.

Wage rate information is based on an amalgamation of labour market data, including Statistics Canada Census data, local wage surveys and various industry reports. It reflects wages that the average job-seeker could expect. Wages could, however, vary considerably in some occupations depending on experience, location, non-wage benefits and other factors.

Unforeseen developments, such as significant changes in interest rates, or adjustments in the value of the Canadian dollar, could significantly alter labour market conditions, even over the short term. The high-demand occupation list and comments are usually updated on an annual basis or more frequently if warranted.

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For further information on Manitoba's labour market, see:

Occupational Profiles, Manitoba Regions	These profiles include: a description of the type of work done in an occupation, industries and companies in Manitoba in which these occupations are employed, training and education requirements, salaries, current employment conditions, and long term employment outlook. Information is available for Winnipeg, Northern Manitoba, Selkirk and Brandon Human Resource Centres. Human Resources Development Canada, Manitoba Region. http://www.mb.hrdc-drhc.gc.ca/menu/lmi.shtml
Career Planning Guide	A short summary of Manitoba occupational duties, industries of employment, long term employment outlook, salaries, training and education routes, recommended high school courses. Manitoba Education and Training. http://www.edu.gov.mb.ca/tce/carjob/occ_car_info/car_guide/car_guide.html
Education and Training Opportunities in Manitoba	Lists programs offered in Manitoba post-secondary institutions: community colleges, universities, registered private vocational schools, apprenticeship opportunities, religious-based institutions and other training facilities. Outlines basic educational requirements for entry into programs. Manitoba Education and Training. http://www.edu.gov.mb.ca/tce/edutrn/edutrn.html

The High Demand Occupations report lists occupations according to the National Occupational Classification (NOC) system. The NOC presents a structure for analyzing and understanding the labour market. The two major attributes of jobs used as classification criteria in the NOC are skill level and skill type. (See appendix)

Comments or inquiries regarding this report may be directed to:

Labour Market Information Unit,
WORKFORCE Manitoba
Manitoba Education, Training and Youth
260 – 800 Portage Avenue
WINNIPEG, Manitoba R3G 0N4
Telephone: (204) 945-5643 Fax: (204) 945-0356

I. High Demand Occupations in Manitoba

NOC Code	Average Annual Wages**	Occupation	Comments
0213	$62,600	Information Systems and Data Processing Managers	Increasing demand for programmers and analysts with supervisory and management skills in the Information Technology (IT) sector.
0611	$63,500	Marketing and Advertising Managers	Continuing demand for experienced marketing and advertisement managers.
1111	$48,600	Financial Auditors and Accountants	Continuing demand for accountants with a CGA, CA, or CMA designation and for students enrolled in these programs.
1431	$29,300	Accounting Clerks	Increasing demand in the manufacturing and business services sectors.
2161	$50,820	Actuaries	Continuing demand for experienced actuaries in the finance and insurance industries.
1241	$28,200	General Secretaries	Active Recruitment.
1411	$27,900	General Office Clerks	Active Recruitment.
1414	$22,200	Receptionists	Active Recruitment.
1453	$29,600	Customer Service and Information Clerks	Continuing demand for technical help desk and inbound call center staff in southern Manitoba.
1454	$23,400	Interviewers and Statistical Clerks	Increasing demand in the call center industry.
6623	$28,000	Telemarketers (out going sales)	Active Recruitment.
2132	$48,300	Mechanical and Structural Engineers	Continuing demand for experienced mechanical and structural engineers.
2141	$50,200	Industrial and Manufacturing Engineer	Continuing demand for experienced industrial and process engineers.
2133	$54,200	Electrical and Electronics Engineers	Continuing demand for electrical and electronics engineers.
2147	$46,500	Computer Engineers	Continuing demand for computer engineers in the IT industry. Demand and wages may be even higher for software engineers.

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NOC Code	Average Annual Wages**	Occupation	Comments
2171.1	$49,400	Information Systems Business Analysts and Consultants	Continuing demand for systems analysts with business experience.
2171.2	$49,400	Systems Security Analysts	Increasing demand for systems analysts with experience in security applications.
2173	$50,500	Software Engineers	Continuing demand for experienced software designers.
2175	$49,400	Web Manager	Continuing demand for web page managers in all industries.
2174.1	$44,800	Computer programmers	Continuing demand for computer programmers in all industries and regions.
2233	$42,000	Industrial Engineering and Technologists and Technicians	Continuing demand for manufacturing technicians/technologists in manufacturing in all regions.
2241	$46,700	Electrical and Electronic Engineering Technologists in and Technicians	Continuing demand for technicians/technologists manufacturing in all regions.
2243	$41,250	Industrial Instrument Technicians	Continuing demand for technicians in the plastics manufacturing industry.
3111	$124,900	Specialist Physicians	Continuing demand for specialists, primarily in urology, internal medicine, cardiology and pediatric sub-specialties.
3112	$104,000	General Practitioners	Continuing demand for physicians in rural Manitoba.
3121	$85,250	Optometrists	Continuing demand for optometrists in Manitoba.
3114	$51,800	Veterinarians	Continuing demand for large animal veterinarians in rural Manitoba and increasing demand for small animal veterinarians.
3131	$55,600	Pharmacists	Increasing demand in Winnipeg hospitals and continuing demand in rural Manitoba.
4151	$55,550	Psychologists	Continuing demand for psychologists in rural and northern Manitoba.

NOC Code	Average Annual Wages**	Occupation	Comments
3142	$41,300	Physiotherapist	Increasing demand for physiotherapists throughout Manitoba.
3143	$41,300	Occupational Therapist	Increasing demand for experienced occupational therapists throughout Manitoba.
4212	$32,300	Social and Community Service Workers, and Family Counsellors	Continuing demand for community and social service workers, especially with a specialty in working with at risk youth.
3152	$47,200	Registered Nurses and Registered Psychiatric Nurses	Increasing demand for specialty nurses in Winnipeg and continuing demand for all nurses in Manitoba.
3233	$37,450	Licensed Practical Nurses	Continuing demand in all regions, particularly in long term and community health care facilities.
3215	$41,500	Medical Radiation Technicians	Increasing demand for radiation technologists and x-ray assistants.
3413	$24,129	Nurse Aides and Orderlies	Increasing demand in the expanding long term care industry.
4121	$73,400	University Professors	Increasing demand for professors and instructors in some high demand fields such as financial management, medicine and IT.
4131	$44,550	College and Other Vocational Instructors	Continuing demand for instructors in the IT and other high demand occupation fields.
4141	$50,600	Secondary School Teachers	Continuing demand in rural Manitoba and increasing demand for senior years math, science, French, computer and special needs teachers.
4215	$35,100	Rehabilitation/Special Needs Teachers	Increasing demand for teachers who have experience working with special needs students.
4214	$22,000	Early Childhood Educators	Continuing demand for early childhood educator level 2 workers in Manitoba.
6471	$19,200	Visiting Homemakers	Active Recruitment.
6474	$13,040	Babysitters and Nannies	Active Recruitment.

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6221	$50,600	Tech... 'es Specialists	Continuing demand for technical specialists in manufacturing with strong sales skills.
6211	$30,900	Retail Trade Supervisors	Active Recruitment.
6421	$25,200	Retail Salespersons	Active Recruitment.
6611	$18,130	Cashiers	Active Recruitment.
6621	$14,820	Service Station Attendants	Active Recruitment.
5245	$33,000	Pattern maker, Garment Manufacturing	Continuing demand for experienced pattern makers and markers with experience in creating patterns in Accumark and developing spec sheets.
9451	$16,400	Sewing Machine Operators	Active Recruitment.
2244	$45,000	Aircraft Maintenance Engineers (AMEs)	Increasing demand for licensed AMEs in structures, electronics and avionics.
7315	$42,000	Aircraft Maintenance Technicians	Increasing demand for small and large aircraft engine mechanics (AME), structural and interior technicians.
9481	$33,900	Aircraft Assemblers and Inspectors	Continuing demand in the aerospace sector.
2261	$44,000	Nondestructive Testers and Inspectors	Continuing demand for technicians with skills in various inspection techniques in aircraft maintenance.
7261	$37,100	Sheet Metal Worker	Continuing demand for composite and sheet metal repairers in aircraft maintenance.
7231	$36,100	Machinists	Continuing demand for experienced CNC machinists in the manufacturing sector.
7232	$41,500	Tool and Die Makers	Continuing demand in the transportation equipment manufacturing industry.
9511	$30,000	Machining Tool Operators	Continuing demand in Manitoba's manufacturing sector, especially for CNC machine tool operators.
0711	$52,000	Construction Manager	Continuing demand for experienced construction contractors and managers.

NOC Code	Average Annual Wages**	Occupation	Comments
7241	$38,500	**Electricians (Excluding Industrial and Power)**	Increasing demand for experienced electricians in northern Manitoba.
7251	$36,400	**Plumbers**	Increasing demand for experienced plumbers in northern Manitoba.
7271	$27,900	**Carpenter**	Increasing demand in northern communities.
7281	$45,000	**Bricklayer**	Increasing demand for journeyperson bricklayers throughout Manitoba.
7272	$32,000	**Cabinetmaker**	Increasing demand for skilled cabinetmakers with creativity and craft skills, and familiarity with CAD programs.
7265	$30,700	**Welders**	Continuing demand for Tig and Mig welders in the transportation equipment manufacturing sector and production welders in other manufacturing sectors.
7312	$38,600	**Heavy-duty Equipment Mechanics**	Increasing demand for diesel engine and truck/ trailer mechanics with computer electronics skills.
7321	$29,200	**Motor Vehicle Mechanics**	Continuing demand for auto mechanics with skills in computer electronics, and air bags.
7322	$29,300	**Motor Vehicle Body Repairers**	Continuing demand for experienced auto body mechanics especially in rural Manitoba.
1472	$27,500	**Parts Clerk**	Increasing demand for people familiar with electronic inventory systems, especially in the automotive, heavy equipment and truck parts distribution industries.
7411	$37,000	**Truck Drivers**	Continuing demand for long haul truck drivers with a Class 1 license and a clean driving record.
1463	$25,200	**Couriers and Messengers**	Active Recruitment.
1471	$25,400	**Shippers and Receivers**	Active Recruitment.
7414	$26,400	**Delivery Drivers**	Active Recruitment.
6271	$20,500	**Hairstylists and Barbers**	Active Recruitment.

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6241	$30,200	Chefs	Continuing demand in all regions.
6242	$18,100	Cooks	Continuing demand in all regions.
6452	$17,000	Bartenders	Active Recruitment.
6453	$13,300	Food and Beverage Servers	Active Recruitment.
6641	$13,550	Food Service Counter Attendants	Active Recruitment.
6642	$17,200	Kitchen and Food Service Helpers	Active Recruitment.
8251	$50,000	Hog Barn Manager	Continuing demand for experienced hog barn operations managers in southern Manitoba.
8253	$32,000	Pork Production Technicians	Continuing demand in the Southern Manitoba hog industry.
6651	$22,800	Security Guards	Active Recruitment.
6663	$25,200	Janitor/Caretaker/ Building Superintendents	Active Recruitment.
8612	$23,800	Landscaping Labourers	Active Recruitment (seasonal).

**Note: The wages quoted are estimates based on a variety of government and industry sources and are for "full time, full year" employees.

NOTE: In most trades occupations, there is a higher demand for individuals who have been examined and received journeyperson certificates or licenses in their trades e.g. plumber, automobile mechanic, machinist, electrician.

II. High Demand Skills in Manitoba

Some of the following skills are required in a wide range of occupations, while some are related to specific occupations. In some cases, demand for these skills can be met by upgrading the skills of existing employees, but individuals may also be required to have them before being hired.

General Written and Oral Communication Skills	Ability to listen, speak and write, in order to transmit or receive information clearly.
Mathematical and Analytical Problem-Solving	Ability to apply basic mathematics to the job, recognize and define problems, design and implement solutions and evaluate results.
Group Effectiveness – Interpersonal and Teamwork Skills	Ability to work with others for the purpose of problem solving, innovation and process improvement.
Time Management	Ability to schedule and priorize work for self and others and to use time efficiently.
Presentation Skills	Ability to organize information and communicate through public presentations.
Supervisory Skills	Ability to assign and co-ordinate projects, ensure that work is done on time and to quality requirements. These skills are especially valuable when combined with experience in the manufacturing or retail sectors.
Small Business Management	Ability to operate a small business, with skills ranging from financial management, staff supervision and bookkeeping to production management, sales and distribution.
Telephone Communication Skills	Ability to sell products and respond to customer needs cheerfully and professionally on the phone.
General Computer Skills	Ability to use various microcomputer applications and programs such as spreadsheets, data bases, word processing and various operating systems. Keyboarding skills.
Computer Programming Skills	Programming skills in Visual Basic, C, Java, C++ combined with data base design, and systems analysis skills.
Internet Web Page Design Skills	Knowledge of web page building packages such as FrontPage or Dream Weaver.
Internet Use Skills	Ability to use the Internet for research and communication purposes.
IT Project Management Skills	Ability to co-ordinate projects, manage staff and budgets, and maintain project timelines combined with a strong IT background. Make business cases, and be able to communicate them to management.

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Computer-Assisted Drafting/ Manufacturing (CAD/CAM) Applications	Ability to use computer applications in the design of products and in the set-up of tools to facilitate efficient production.
Quality Assurance	Ability to apply statistical formulas to assess production performance, set standards for output, and establish inspection programs. Knowledge of international standards such as ISO 9000. Ability to use Co-ordinated Measuring Machines (CMM).
Inventory Management	Ability to determine current and future needs for raw materials and semi-finished manufactured goods and to control availability through efficient purchasing policies and *just-in-time* delivery systems.
Marketing and Export Development	Ability to identify customer/client needs and relate them to products and services. An ability to find new sales opportunities in the export markets of today's global economy.
Technical Sales Skills	Ability to remember information on product lines and to learn technical information on new products combined with exceptional ability to present products and close a sale.
Customer Service	Ability to work with customers/clients in satisfactorily meeting any of their service needs.
Knowledge of Product Safety Regulations	Knowledge of government regulations covering production of various food and pharmaceutical products, and knowledge of safe laboratory practices.
Technical Reading and Writing	Ability to read technical documents and manuals as well as write instructions and procedures for a variety of technical processes and protocols.
Workplace-Based Instructional Skills	Ability to impart expertise to others through lecture or demonstration, using valid adult education instructional techniques as outlined in recognized train-the-trainer courses.
Workplace Health and Safety Skills	Knowledge of safe work practices and ability to follow rules to ensure safety.
Medical Education Skills	Knowledge of a variety of common health care issues such as Diabetes and an ability to teach the public how to recognize early warning signs and educate them about the causes, implications and treatments.
Environmental Assessment	Ability to conduct an environmental assessment using a number of inter-related skills including data interpretation, risk assessment and knowledge of hazardous waste handling.

Computer-Assisted Drafting/ Manufacturing (CAD/CAM) Applications	Ability to use computer applications in the design of products and in the set-up of tools to facilitate efficient production.
Quality Assurance	Ability to apply statistical formulas to assess production performance, set standards for output, and establish inspection programs. Knowledge of international standards such as ISO 9000. Ability to use Co-ordinated Measuring Machines (CMM).
Inventory Management	Ability to determine current and future needs for raw materials and semi-finished manufactured goods and to control availability through efficient purchasing policies and *just-in-time* delivery systems.
Marketing and Export Development	Ability to identify customer/client needs and relate them to products and services. An ability to find new sales opportunities in the export markets of today's global economy.
Technical Sales Skills	Ability to remember information on product lines and to learn technical information on new products combined with exceptional ability to present products and close a sale.
Customer Service	Ability to work with customers/clients in satisfactorily meeting any of their service needs.
Knowledge of Product Safety Regulations	Knowledge of government regulations covering production of various food and pharmaceutical products, and knowledge of safe laboratory practices.
Technical Reading and Writing	Ability to read technical documents and manuals as well as write instructions and procedures for a variety of technical processes and protocols.
Workplace-Based Instructional Skills	Ability to impart expertise to others through lecture or demonstration, using valid adult education instructional techniques as outlined in recognized train-the-trainer courses.
Workplace Health and Safety Skills	Knowledge of safe work practices and ability to follow rules to ensure safety.
Medical Education Skills	Knowledge of a variety of common health care issues such as Diabetes and an ability to teach the public how to recognize early warning signs and educate them about the causes, implications and treatments.
Environmental Assessment	Ability to conduct an environmental assessment using a number of inter-related skills including data interpretation, risk assessment and knowledge of hazardous waste handling.

III. Aboriginal Communities

The following are skills and occupations required particularly in the Aboriginal and reserve communities:

Business Management Skills

- Retail Management (Small Business)
- Accounting Skills
- Community and Economic Development Skills
- Housing Property Management
- Infrastructure Maintenance
- Surveyors (land claims and development)

Health, Medical and Education Skills

- General Practitioners and Traditional Healers (someone who has obtained a medical degree, but also apprentices with an elder or a practicing traditional healer).
- Specialist Physicians, Optometrists and Chiropractors
- Nurses
- Public Health Nurses and Health Care Aides
- Public Health Educator especially with knowledge of Diabetes
- Teachers, especially high school math and science, Aboriginal languages, reading clinicians and speech therapists
- Teachers Aides
- Early Childhood Educators / Daycare Managers
- Social Worker (Family Violence Counselor)
- Alcohol, Substance Abuse and Gambling Addictions Counselor

Certified Tradespersons

- Plumber
- Electrician
- Carpenter
- Sheet-Metal Worker
- Heavy-Duty Equipment Mechanic
- Motor Vehicle Mechanic
- Small Engine Repair (outboard motors, chain saws, snowmobiles)
- Heavy-Equipment Operators

Self-Government:

As First Nations communities move more and more towards self-government, the demand for knowledge and skills in this area will continue to grow. The following are skills and occupations that are either currently required or will be in the near future.

- Political Science Training and Leadership Training (B.A., certificates)
- Band Operations Specialists (BA in Economics and/or Band Management Certificate)
- Lawyers
- Justice Workers (B.A. in Law, specialized)
- Education Administrators
- Proposal Writers (accessing funding dollars)

Appendix

National Occupational Classification (NOC) Coding System

One of the features of the NOC is its system of codes. The first two digits of each code convey meaning with respect to the group skill type and skill level category.

For all non-management occupations, the first digit of each code identifies one of the nine skill type categories. Similarly, for all non-management occupations, the second digit of each code identifies one of four skill level categories.

This applies to all occupations except management occupations. For management occupations, the first digit is 0 and the second digit represents the skill type categories, from 1 to 9, as above.

When the first digit is...	the Skill Type Category is...
1	Business, Finance and Administrative Occupations
2	Natural and Applied Sciences and Related Occupations
3	Health Occupations
4	Occupations in Social Science, Education, Government Service and Religion
5	Occupations in Art, Culture, Recreation and Sport
6	Sales and Service Occupations
7	Trades, Transport and Equipment Operators and Related Occupations
8	Occupations Unique to Primary Industry
9	Occupations Unique to Processing, Manufacturing and Utilities
0	Occupations are in Management and the second digit (1-9) refers to the Skill Type Category, as listed above.

When the first digit is not 0 and the second digit is...	the Skill Type Category is...
1	Skill Level A (Professional Occupations)
2 pr 3	Skill Level B (Technical, Paraprofessional and Skilled Occupations)
4 or 5	Skill Level C (Intermediate Occupations)
6	Skill Level D (Labouring and Elemental Occupations)

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NOC Skill Level Criteria

	Education / Training	Other
Skill Level A:	University degree (bachelors, masters or postgraduate)	
Skill Level B:	Two to three years of post-secondary education at a community college, institute of technology or CEGEP	Occupations with supervisory responsibilities are assigned to skill level B.
	Two to four years of apprenticeship training	Occupations with significant health and safety responsibilities (e.g., fire fighters, police officers and registered nursing assistants) are assigned to skill level B.
	Three to four years of secondary school and more than two years of on-the-job training, training courses or specific work experience	
Skill Level C:	One to four years of secondary school education	
	Up to two years of on-the-job training, training courses or specific work experience	
Skill Level D:	Up to two years of secondary school and short work demonstration or on-the-job training	

More detailed information on the NOC system is available in the National Occupational Classification - Occupational Description, Human Resources Development Canada, Catalogue No. MP53-25/1-1993E.

NOC Skill Level Criteria

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	Three to four years of secondary school and more than two years of on-the-job training, training courses or specific work experience	
Skill Level C:	One to four years of secondary school education	
	Up to two years of on-the-job training, training courses or specific work experience	
Skill Level D:	Up to two years of secondary school and short work demonstration or on-the-job training	

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